

## ANNUAL PUBLIC FILE EEO REPORT - 2004

(To be completed by each station or each station group annually and placed in each station's public inspection file and on each station's web site)

Call Sign of Station(s): **KXAS – TV and KXTX-TV**

1. List all full-time job vacancies filled by any station covered by this report during the past year. **Reporter (5), Customer Service Representative, Local Account Manager (7), News Operations Manager, Finance Director, Maintenance Technician, Newscast Producer (4), Manager Sales Research, Administrative Assistant, Anchor/Reporter, Writer/Producer (2), News Photographer (3), Manager, Business Development, Meteorologist (3), Assignment Editor, Tape Editor, Executive Producer (2), SNG Broadcast Technician, Operations Technician, Assistant Traffic Manager, PAX Sales Manager, Accountant, Anchor, Local Account Executive (2)**
2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. (See **Attached website link**)
3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1? **There were a total of 188 interviewees interviewed for all the full-time job vacancies identified in response to question number one.**
4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
<b>Texas Association of Broadcasters</b>	<b>3 candidates interviewed</b>

4. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who

participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

**The following will summarize the station's broad outreach efforts –**

- 1. KXAS-TV and KXTX-TV both maintain established internship programs designed to assist members of the community acquire skills for broadcast employment. Each station currently has three sessions – Winter, Summer and Fall.**
- 2. KXAS-TV and KXTX-TV post all open positions on [www.NBCjobs.com](http://www.NBCjobs.com) and [www.gecareers.com](http://www.gecareers.com) which are both national job banks.**
- 3. Both KXAS-TV and KXTX-TV participate in the Emma Bowen Foundation, a broadcasting industry scholarship program, designed to provide part-time jobs and learning experience to high school and college students. In this program students are paid for the work they do plus receive matching dollars from the stations designed to assist them with their academic costs. Presently, there are four students enrolled in this program.**
- 4. Conducted Supervisory Skills Training for key front line managers. Also, conducted Coaching for Change Seminar for all front line managers and stations' leadership teams. Conducted Poynter Institute news-writing and news-gathering seminar for all news employees at KXAS and KXTX. Provided Paradigm Training for sales account managers. Provided technical training for all operation, engineering and production department employees through the Society of Broadcast Engineers.**
- 5. KXAS-TV participates in the Fort Worth Independent School District's Vital Link Program. In this program several seventh grade students from the FWISD spend one week at the station participating in various activities such as job shadowing, producing their own demo tape, group projects and an individual report on the week. Also, KXAS conducts a job shadow day with Junior Achievement of Dallas. Students spend a day at the station and shadow in various departments to learn about different careers in broadcasting.**
- 6. Over the past year KXAS and KXTX Human Resources personnel have participated in the following job/career fairs –**
  - National Association of Black Journalists 2003 Convention and Career Fair – August 2003**
  - National Association of Hispanic Journalists 2003 Convention and Career fair – June 2003**
  - Texas Christian University Career Nigh job fair – September 2003**

- **Dallas Baptist University Job Fair – October 2003 and March 2004**
- **National Society of Black Engineers Convention and Career Fair – March 2004**
- **Urban Inter-Tribal Center of Texas Career/College Fair – March 2003**

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: KXAB-KTX-TV

Job Title: METEOROLOGIST

Date Job Filled: APRIL 28, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: NONE - Candidate contacted station - leave  
of job by word of mouth

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: KXTX-TV

Job Title: Photojournalist

Date Job Filled: April 28, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: none - candidate heard of job by word of mouth

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Customer Service Rep.

Date Job Filled: May 5, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: KXAS Website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Reporter

Date Job Filled: MAY 5, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: Freelance hired into permanent position -  
returned by another freelance employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM**  
 (To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Local Account Manager

Date Job Filled: May 19, 2003

Recruitment Source  
 That Referred  
 Ultimate Hiree: KXAS website - candidate self applied

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: News Operations Mgr

Date Job Filled: June 30, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: N/A

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM**  
 (To Be Attached to Annual Public File EEO Report)

Station:

KXTX

Job Title:

Assignment Editor

Date Job Filled:

June 30, 2003

Recruitment Source

That Referred

Ultimate Hiree:

none

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM**  
 (To Be Attached to Annual Public File EEO Report)

Station: KXTX-TV

Job Title: Local Account Manager

Date Job Filled: August 4, 2003

Recruitment Source  
 That Referred  
 Ultimate Hiree: none

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KYAS-TV

Job Title: Finance Director

Date Job Filled: August 4, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: Internal - within GE hire

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Manager, Sales Research

Date Job Filled: August 11, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: San Employee Referral - He More

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: KXAS

Job Title: Maintenance Technician

Date Job Filled: August 18, 2003

Recruitment Source

That Referred

Ultimate Hiree: none - rehired

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Producer

Date Job Filled: August 18, 2003

Recruitment Source  
That Referred  
Ultimate Hire: Internal job posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXTX

Job Title: News Videotape Editor

Date Job Filled: September 1, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: Internal hire - freelance employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station:

KTX

Job Title:

Executive Producer

Date Job Filled:

September 8, 2003

Recruitment Source

That Referred

Ultimate Hiree:

none - Executive Retiree

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Administrative Asst.

Date Job Filled: September 29, 2003

Recruitment Source  
That Referred  
Ultimate Hire: news paper ad

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station:

KXAS-TV

Job Title:

Anchor / Reports

Date Job Filled:

October 1, 2003

Recruitment Source

That Referred

Ultimate Hiree:

KEN KIMMER Talent Agency

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KX45-TV

Job Title: Local Account Manager

Date Job Filled: October 16, 2003

Recruitment Source That Referred Ultimate Hiree: None - it was an employee referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM**  
 (To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Reporter

Date Job Filled: October 13 2003

Recruitment Source  
 That Referred  
 Ultimate Hiree: emp referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: KXAS-TV

Job Title: Wthr. Producer

Date Job Filled: October 13, 2003

Recruitment Source  
That Referred  
Ultimate Hire: KXAS Website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station:

KXAS-TV

Job Title:

Reporter

Date Job Filled:

October 13, 2003

Recruitment Source  
That Referred  
Ultimate Hiree:

job posting.  
non-hired candidates to permanent

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: KXAS-TV

Job Title: Account Manager

Date Job Filled: October 14, 2003

Recruitment Source  
That Referred  
Ultimate Hire: KXAS Website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: News Photographer

Date Job Filled: November 10, 2003

Recruitment Source  
That Referred  
Ultimate Hire: Refused by an Employer he had met @ NPRM

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
INTERVIEWEE DATA FORM**  
(To be maintained in Station's Private Files Until Next Renewal)

Station: KTX-TV

Job Title: Reporter

Date Job Filled: November 17, 2003

Recruitment Source  
That Referred  
Ultimate Hiree (if Any): Internal job posting

Total Number of  
Interviewees: 1

Name of Interviewee	Referral Source	Name of Interviewee	Referral Source
<i>Pablo Gutierrez</i>	<i>internal job posting</i>		

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM**  
 (To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Mr. New Bureau Development

Date Job Filled: December 1, 2003

Recruitment Source  
 That Referred  
 Ultimate Hire: KXAS Website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: News cast Producer

Date Job Filled: 9 December 1, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: KXAS website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM**  
 (To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Maintenance Technician - SN6 Broadcast Technician

Date Job Filled: December 15, 2003

Recruitment Source  
 That Referred  
 Ultimate Hiree: KXAS Website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Executive Producer

Date Job Filled: December 15, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: Internal job posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Local Account Manager

Date Job Filled: December 22, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: KXAS Website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM**  
 (To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Operations Technician

Date Job Filled: December 24, 2003

Recruitment Source  
 That Referred  
 Ultimate Hiree: Job posting - internal - freelance employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: KXAS-TV

Job Title: Account Manager

Date Job Filled: December 29, 2003

Recruitment Source  
That Referred  
Ultimate Hiree: KXAS website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Photographer

Date Job Filled: January, 2004

Recruitment Source  
That Referred  
Ultimate Hiree: Internal job posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: KXAS-TV

Job Title: NewsCast Producer

Date Job Filled: January 12, 2003 2004

Recruitment Source  
That Referred  
Ultimate Hire: NBC Employee Posting through COS

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station:

KXTX-TV

Job Title:

Meteorologist

Date Job Filled:

January 12, 2003

Recruitment Source

That Referred

Ultimate Hire:

Internal - job posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station:

KXTX-TV

Job Title:

Local Account Manager

Date Job Filled:

January 19, 2004

Recruitment Source

That Referred

Ultimate Hiree:

Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: KXTX-TV

Job Title: Account Executive

Date Job Filled: January 19, 2004

Recruitment Source  
That Referred  
Ultimate Hiree: Industry referral - Melissa Marbury

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station:

KXAS-TV

Job Title:

Meteorologist

Date Job Filled:

January 21, 2004

Recruitment Source

That Referred  
Ultimate Hire:

Talent Agency - Belier Media Mt.

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS

Job Title: Anchor

Date Job Filled: January 26, 2004

Recruitment Source  
That Referred  
Ultimate Hire: Internal job posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Producer

Date Job Filled: 2/16/04

Recruitment Source  
That Referred  
Ultimate Hiree: EMPLOYEE REFERRAL

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: KXAS-TV

Job Title: Writer / Producer

Date Job Filled: February 23, 2004

Recruitment Source  
That Referred  
Ultimate Hire: KXAS Website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM**  
 (To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: Local Sales Manager - PAX

Date Job Filled: March 1, 2004

Recruitment Source  
 That Referred  
 Ultimate Hire: Internal job posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station:

KXTX

Job Title:

Local Account Executive

Date Job Filled:

March 1, 2004

Recruitment Source

That Referred

Ultimate Hiree:

Internal job posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station:

KXAS-TV

Job Title:

Reporter

Date Job Filled:

March 1, 2004

Recruitment Source  
That Referred

Ultimate Hire: Internal - Job posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXAS-TV

Job Title: ASST. Traffic Manager

Date Job Filled: March 8, 2004

Recruitment Source  
That Referred  
Ultimate Hiree: Internal job posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<u>Texas Assoc of Broadcasters</u>	<u>Austin, TX</u>		<u>Send postings by e-mail to the website.</u>	

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**  
(To Be Attached to Annual Public File EEO Report)

Station: KXTX

Job Title: Accountant

Date Job Filled: March 22, 2004

Recruitment Source  
That Referred  
Ultimate Hiree: Internal postings - COS

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

(ATTACH ADDITIONAL SHEETS AS NEEDED)